



OFFICE OF THE STATE CHIEF INFORMATION OFFICER

J. Clark Kelso
Chief Information Officer

January 23, 2007

To: Agency Information Officers
Chief Information Officers
Data Center Directors
Information Technology Council Members
Information Security Officers

Subject: Information Technology Internship Program

The November 2006 California State Information Technology Strategic Plan <http://www.cio.ca.gov/StrategicPlan.html> identifies the importance of strengthening our technology workforce to meet the needs and challenges to support a large and complex public-sector organization in the 21st Century.

To support Objectives 1 and 3 in Goal 5 of the IT Strategic Plan, the Information Technology Managers Academy (ITMA) XIV class has chosen, as their project, to develop the framework for a statewide model IT Internship program.

The California Performance Review and the ITMA XIII class gap report¹ identified that an unprecedented 40% of the State's IT workforce will be eligible to retire within three to five years. In most cases, the State will lose institutional knowledge as well as expertise in the technology sector. This creates tremendous challenges for the state in retention and recruitment of knowledgeable and skilled employees. In many instances, to maintain a critical staffing level, agencies recruit from within State government, transferring staff from one agency to another to address their immediate needs.

The ITMA XIV class model IT Internship Program Proposal is being designed as a recruitment tool to bring new talent to State government and will provide a mechanism to attract, evaluate, and hire qualified IT staff at the proposed new entry civil service level of IT Specialist I (Intern). At the same time, interns, at the college junior or senior level, will be responsible to complete an appropriate academic program. Assuming successful performance in the employment and academic venues, interns will be qualified for appointment to the next higher civil service classification level.

¹ Bringing the Future of State IT into Focus: A Skills Survey and Gap Report – published June 2006

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Your support is needed in order to make this Program successful and to ensure that it provides a useful recruitment and training tool for IT workforce development. The attached document outlines the scope of the project in more detail, surveys the needs of key stakeholders, and solicits participation in the program. I encourage you to complete and return the attached survey no later than February 7, 2007. Please email completed survey forms to: Sergei Ludanov at sludanov@dof.ca.gov.

If you have any questions regarding this proposed program or the survey, please contact Debra Paschke at (916) 739-7976 or email Debra.Paschke@dts.ca.gov.

Thank you for returning the completed survey by February 7, 2007.

Sincerely,

A handwritten signature in black ink, appearing to read "J. Clark Kelso".

J. Clark Kelso
Chief Information Officer
State of California